

Novasol Chemicals

Distribution. Worldwide, just right.

NC  **care**
#careforthefuture

CSR Plan 2021-2023

CSR PROJECT 2021 - 2023

Novasol Chemicals has an engagement towards the subject of sustainability as we are convinced that sustainability will be one of the major factors in the long-term relationship between all stakeholders, from supplier to customer, between people and nature.

We support measures designed to spare the environment, protect human rights, maintain fair working conditions, to implement business ethics and combat corruption worldwide.

Some of our efforts are :

- **Our Code of conduct for all stakeholders**
- **Commitment to the United Nations *'Global Compact'***
- **Promotion of "Bike to work" initiative to employees**
- **Green car policy**
- **Paperless office**
- **Sustainability project with UN SDG's : 2021 -2023**
- **Charity projects : support the Belgian Kids'Fund for Pediatric Research & others**
- **Great Place to Work : we promote a good work-life balance**



CSR PROJECT 2021 - 2023

Our Code of conduct for all stakeholders respect the following topics :

Human rights and labour standards: Novasol Chemicals require from its Stakeholders to protect the rights of their employees and to comply with all relevant national regulations and laws regarding employment and industrial relations.

- Fair working conditions
- Freedom of association and collective bargaining
- Child labour and forced labour
- Discrimination
- Health & Safety
- Harassment

Environment: Novasol Chemicals embraces the principles of the Responsible Care program towards responsible management of products and activities with respect for sustainable progress

- Respect for the environment
- Quality & Safety of products & services.
- Plant & process safety

Business ethics and transparency:

- Competition law
- Anti-corruption
- Conflict of interest Gifts and hospitality
- Trade sanctions
- Confidentiality
- Transparency and honesty



CSR PROJECT 2021 - 2023



Promotion of 'Bike to work'

As part of our social responsibility program, Novasol Chemicals promotes biking for all employees. We offer electric and normal bikes as a fringe benefit. The advantages for both Novasol Chemicals and its employees are considerable:

For the employee

- Biking 2 x 15 minutes a day will improve your health
- Biking is flexible, you decide when you leave, no waiting time
- No obligation to come by bike every day
- Biking is often faster than driving, no traffic jam
- Biking is good for our planet
- You arrive relaxed in the office, no stress from traffic
- Most countries allow a non-taxable compensation for each home-work-home km you drive (per country, according to local legislation)

For Novasol

- Healthy employees
- Less sickness, less stress
- Our company image
- Novasol implements social responsibility and sustainability
- Tax deductibility
- Less parking needed
- Addition to the flexible benefits for employees

CSR PROJECT 2021 - 2023



Green car policy

According to our values and efforts towards sustainable management, we promote the following criteria for company cars:

- Energy label A or B
- Only full electric or hybrid cars
- CO2 level < 45 gr/cm³
- Low fuel consumption



Paperless office

- Since 2019 we have evolved to a paperless office.
- All commercial transactions and bookkeeping are 100% digitalized via our ERP system.

SUSTAINABILITY PROJECT 2021 - 2023

Sustainability can be defined as meeting the needs of the present without compromising the ability of future generations to meet theirs.

Novasol has started a 3 years-project to become an Ambassador of the UN Sustainable Development Goals

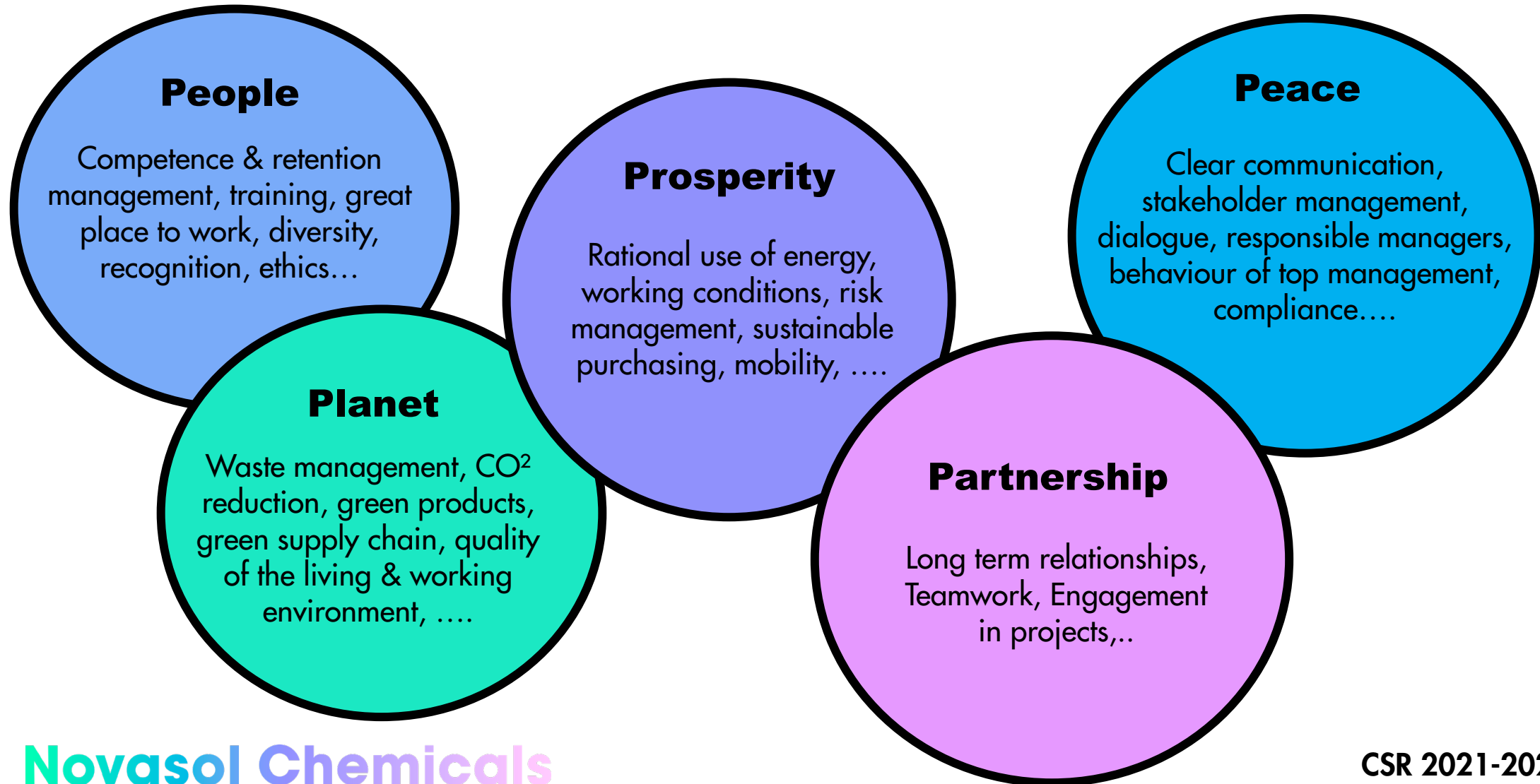
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Novasol Chemicals

CSR 2021-2023

Where are we improving @ Novasol Chemicals ?



How? Novasol Chemicals Awareness & Efforts

VCDO & UNITAR

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The **Voka Charter Sustainable Entrepreneurship (VCDO)** is an annual reward that certifies that the company took significant steps towards the realization of corporate sustainability.

The **United Nations Sustainable Development Goals (SDGs)** constitute the universal framework in this regard. We are convinced that businesses can make an important contribution to achieving the SDGs and developed the VCDO based on these universal goals.

Novasol Chemicals is currently applying for this award and working on :

- Integrate corporate sustainability in its company policy in a proactive manner
- Formulate goals and specific actions that are consistent with the United Nations SDGs
- Report on the results achieved to the evaluation committee
- Communicate externally on the actions implemented
- Continuously work on compliance with social, welfare and environmental legislation



ECOVADIS

- Novasol Chemicals is member of Ecovadis since 2017 and has been awarded with a bronze rating in 2020.



CSR PROJECT 2021 - 2023

Charity projects

Since more than 10 years, Novasol chemicals is supporting different charity organizations. The main part goes to the Belgian Kids' Fund not only by offering a considerable amount of its benefits but also by personal engagement of the employees. In 2020, our CEO contributed to the collection of more than 20,000 euros extra funds for a new research scholarship.



Our Corporate Social mission of solidarity has always been in the DNA of Novasol Chemicals. For about ten years now, Novasol Chemicals is committed to support the development of intelligence through applied research in the medical domain, and via specific charity initiatives from its employees. This is not only about our core values; this is about our duty as a stakeholder towards our community.

Six years after reaching Barcelona (Spain) from Brussels (Belgium) on his bike, our co-founder and CEO, Claude Fickers will take on the challenge to close the loop and race back from Barcelona to Brussels. This charity ride is done on a clear purpose: to collect funds for the Belgian Kids' Fund for Pediatric Research (BKF). The partnership between Novasol Chemicals and BKF is going back to the year 2012 and, since then, we have been continuously supporting this Research Institute that is focusing predominantly on saving children's lives and on new nursing techniques development. Research in these domains is expensive, time and energy consuming and requires attention and persistency. Granting one scholarship per annum to a young Researcher has a cost of about 40.000 euros.

CSR PROJECT 2021 - 2023

Great Place to Work

We are constantly working on the well-being of our employees by promoting a good life work balance. Some of our efforts are :

- Providing them all necessary tools to work from home
- Flexible working hours
- Fresh fruit basket in the office
- High level offices
- Sponsoring of sport events
- Flexibility in holidays
- Time credit for employees with young children
- Health and/or pension insurances
- Training on well-being and soft skills

